



**mothers2mothers**  
**Chief Development Officer**  
**Cape Town, South Africa**

## **ORGANIZATIONAL OVERVIEW**

mothers2mothers (m2m) is an international, non-governmental organization based in Cape Town, South Africa. They offer an effective, sustainable model of care providing education and support for pregnant women and new mothers living with HIV/AIDS to prevent perinatal HIV transmission.

m2m's programs work to:

- Prevent babies from contracting HIV through mother-to-child transmission,
- Keep HIV+ mothers and their infants alive and healthy by increasing their access to health-sustaining medical care; and,
- Empower mothers living with HIV/AIDS, enabling them to fight stigma in their communities and to live positive and productive lives.

m2m identifies new HIV positive mothers, puts them through a rigorous formal training program, and returns them to clinics and maternity wards as "Mentor Mothers." As Mentor Mothers, they educate new mothers, supporting them daily as they confront decisions that mean the difference between illness and health. m2m's model has received international acknowledgement for its innovation and effectiveness, including the 2008 Skoll Foundation Award for Social Entrepreneurship and the Global Business Coalition Award. In 2008, m2m's founder received the Presidential Citizens Medal, one of the highest honors a US president can confer on a citizen. Since its inception in 2001 from a single-site organization with a limited budget, m2m has grown to be a \$17 million operation in 2009 with more than 200,000 client interactions per month empowering women to make healthy choices for themselves and their babies. m2m currently

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m2m is being assisted in this recruitment by Development Resources *inc.*  
All resumes and questions should be sent to [search@driconsulting.com](mailto:search@driconsulting.com)

**m2m**

**Chief Development Officer**

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employs 1,500 women at 494 sites in South Africa, Lesotho, Zambia, Kenya, Malawi, Rwanda and Swaziland. A recently completed strategic plan targets m2m's expansion to 15 countries in Africa requiring a \$36 million annual budget by 2011, although the strategic plan allows for some budget flexibility based on a number of external factors, including global economic conditions.

### **FUNCTION AND RESPONSIBILITY**

The Chief Development Officer will be instrumental in growing m2m's development team, leading the development program, and creating and managing the development strategy efforts to support m2m's aggressive expansion. The individual selected will serve as m2m's first-ever Chief Development Officer managing a small team of newly-created positions aligned by key funding streams and will serve as a member of m2m's leadership team.

### **KEY RESPONSIBILITIES**

The Chief Development Officer is responsible for the following:

- Thoroughly understand m2m, its mission and policies, culture, values, history, key stakeholders, programs, finances, and how sources of funding can be integrated to generate revenue;
- Sharpen long-term fundraising strategy in collaboration with other members of m2m's leadership team; by developing and implementing an annual operational fundraising plan designed to achieve specific financial goals that support m2m's recently-completed strategic plan; and adjusting the plan as necessary based on input from and results of the fundraising process;
- Continue to build and lead the development team, to be located in South Africa, the United States, and Europe, who will work in concert to implement the strategic development plan;
- Design and manage an integrated fundraising strategy that encompasses prospect identification, cultivation, solicitation and stewardship for individuals, corporations and foundations;
- Undertake market research on the international donor and philanthropic market and identify potential m2m partners/donors and relevant contacts;
- Foster a strong, on-going working relationship with the Co-founder/International Director;

- Expand m2m's fundraising capacity both geographically and by different funding stream sources, to include governmental/multilateral, corporations and foundations, and individual major donors;
- Implement a fundraising plan by identifying and helping develop necessary fundraising tools and resources to more effectively engage prospective donors;
- Provide strategic support to the development team including problem solving on effective approaches to prospecting, cultivating, and maintaining key donor relationships, as well as determining the best way to take advantage of opportunities to leverage funding opportunities between funding streams (as an example, leveraging existing or prospective government support as a way to secure a key corporate funder);
- Participate in the creation of cultivation and solicitation strategies for key prospects that effectively employ the skill-set of the dynamic m2m leadership, board members, and advocates;
- Monitor on-going progress of the development plan, benchmark progress against fundraising targets and calibrate fundraising strategy dynamically;
- Assist in preparing budgets and forecasts related to all fundraising activities, including setting quarterly as well as annual fundraising goals. Oversee systems to benchmark and track activities, donors and proposals;
- Evaluate the effectiveness of development initiatives based on returns of both financial and resource investments;
- Develop, in collaboration with the Co-Founder/International Director and the Communications Manager, a plan for outreach and messaging important to fundraising, including: communicating to prospects and donors, raising m2m's public profile with key speaking engagements and other platforms, and cultivating key influencers and champions;
- Develop and manage a fundraising budget and work closely with m2m's Chief Financial Officer to ensure that the fundraising plan aligns with financial and programmatic needs; and,
- Manage a portfolio of key prospect and donor relationships.

### **IDEAL EXPERIENCE**

The ideal candidate will have the following experience and qualifications:

- A minimum of 10 years successful experience in fundraising, with knowledge in the three identified funding streams; government/multilateral, corporations/foundations, and individuals;
- Demonstrate an organized and strategic approach to fundraising with significant experience in managing, developing and coordinating successful fundraising efforts;
- Demonstrate success in the cultivation, solicitation and stewardship of various types of donors - multilateral and bilateral especially of interest;
- Demonstrate effectiveness of senior leadership and management experience;
- Experience in the international and NGO arena;
- Willingness to travel 20-30 percent of the time, domestically, regionally and internationally;
- Excellent computer skills (Microsoft Office, Internet research); and,
- A bachelor's degree from an accredited college/university required, advanced degree in a related field preferred.

### **PERSONAL CHARACTERISTICS**

- Strategic thinker and adept at planning, prioritizing, organizing and following through;
- A confident, intelligent, articulate self-starter and finisher who is creative and entrepreneurial, yet collaborative and team oriented;
- Outgoing, straightforward and self-directed;
- Highly energetic, flexible, result oriented and able to juggle multiple priorities.
- Able to define roles, anticipate problems, be deliberate and consistent.

- Professional and possess the ability to represent the organization at meetings and public events;
- Team-focused, enjoys and is successful at working on teams and able to make things happen as an individual;
- Demonstrate credibility, good judgment, honesty, integrity, trust, and able to cultivate these qualities in others;
- Ability to share information readily, listen as well as give advice and be respectful of others;
- Enthusiastic about the mission and vision of m2m;
- Comfortable working with people of diverse backgrounds, interests, and experience; and,
- Present a high degree of maturity, sophistication, self-confidence, and flexibility.

**To Apply**

Questions, resumes and CVs should be sent to: [search@driconsulting.com](mailto:search@driconsulting.com). All first round interviews for the Chief Development Officer will take place at Development Resources, *inc.*, 1601 N. Kent Street, Suite 1200, Arlington, VA 22209 or via telephone, 703-294-6684.

m2m is an Equal Opportunity Employer. m2m encourages applications from qualified persons of every race, ethnicity, national origin, religion, sex, age, veteran status, sexual orientation and disability.